

DEPARTMENT OF PERSONNEL ADMINISTRATION

OFFICE OF THE DIRECTOR

1515 "S" STREET, NORTH BUILDING, SUITE 400
SACRAMENTO, CA 95814-7243

January 14, 2008

The Honorable Denise Ducheny
Chair, Joint Legislative Budget Committee
State Capitol, Room 5035
Sacramento, California 95814

Re: Bargaining Units 16 (Physicians and Dentists)—UAPD; and 19 (Health and Social Services Professionals)—AFSCME**Addenda to Memoranda of Understanding—Fiscal over \$250,000**

This is to advise you that on January 3, 2008, and January 4, 2008, two addenda to memoranda of understanding were agreed to by the Department of Personnel Administration and state Bargaining Units 16 and 19. These addenda will be incorporated into subsequent memoranda of understanding. The provisions of the addenda will be effective January 1, 2008, upon approval by the Legislature and upon ratification by the union membership.

These addenda pertain to medical professionals working in the Departments of Mental Health (DMH), Developmental Services (DDS), and Veterans' Affairs (DVA), and are intended to provide a degree of salary equity with salaries paid to medical professionals working in the Department of Corrections and Rehabilitation (CDCR) as a result of the *Plata* court decisions.

With ratification of these two addenda, the State has reached agreement with all unions representing medical classes affected by court-ordered pay raises to CDCR medical classes, bringing their salaries closer (but not equal) to medical staff at CDCR.

Both of the attached agreements share several common specifics, and are consistent with the five agreements submitted previously in 2008:

- They are applicable to medical professionals at DMH, DDS, and DVA.
- As of January 1, 2008, the employees covered by the agreements will achieve increases to salary ranges to within 10 percent of salaries paid, as of the beginning of FY 2007/2008, to the same or similar employee classes at CDCR.
- As of January 1, 2009, the employees covered by the agreements will achieve increases to salary ranges to within 5 percent of salaries paid, as of the beginning of FY 2007/2008, to the same or similar employee classes at CDCR.

- They cover salary increases for the affected classes through June 30, 2010. Therefore, when contract negotiations take place in 2008 for new contracts for these bargaining units, salaries for these medical classes will have been already addressed, with two exceptions for Bargaining Unit 16. Bargaining Unit 16 has reserved the option to negotiate in 2008 for a recruitment and retention salary differential and bilingual differential pay.
- The increases shall be subject to prorated PERS-ability. Specifically, increases below 15 percent will be fully PERS-able; increases between 15-30 percent shall be PERS-able over two years; and increases above 30 percent shall be PERS-able over 3 years.

Bargaining Unit 16 (Physicians and Dentists)

This agreement pertains to Physicians, Surgeons, and Podiatrists, which are the same as classes affected by the *Plata* court decisions. These employees received increases in 2007 to within 18 percent of the CDCR doctors; however, a subsequent agreement was necessary to provide parity with the increased salaries being provided to the other affected bargaining units.

Bargaining Unit 19 (Health and Social Services Professionals)

This agreement pertains to Clinical Dietitians and Pharmacists, which are the same as, or similar to, classes affected by the *Plata* court decisions.

If you have any questions regarding this addendum, please contact Pamela Schneider, Legislative Coordinator, at 327-2348.

Sincerely,



David A. Gilb
Director

Attachments

cc: Members
Joint Legislative Budget Committee

Elizabeth Hill, Legislative Analyst
LAO

Jason Dickerson, Consultant
Office of the Legislative Analyst

Jody Martin, Principal Consultant
Joint Legislative Budget Committee

Diane Ducay, Program Budget Manager
Department of Finance

Michael Prosio, Deputy Legislative Secretary
Office of Governor Schwarzenegger

Dianne Cummins, Chief Fiscal Policy Advisor
Office of the Pro Tem

Charles Wright, Chief Consultant
Office of the Pro Tem

Craig Cornet, Budget Director
Office of the Speaker

Craig Cornet, Budget Director
Office of the Speaker

Greg Campbell, Chief Consultant
Office of the Speaker

Seren Taylor, Staff Director
Senate Republican Fiscal Office

Chantele Denny, Consultant
Senate Republican Fiscal Office

Peter Schaafsma, Staff Director
Assembly Republican Fiscal

Anthony Archie, Consultant
Assembly Republican Fiscal Office

Daniel Alvarez, Staff Director
Senate Budget Committee

Brian Annis, Consultant
Senate Budget Committee

Adam Dondro, Staff Director
Assembly Budget Committee

Bob Franzoia, Staff Director
Senate Appropriations Com.

Maureen Ortiz, Consultant
Senate Appropriations Com.

Geoff Long, Chief Consultant
Assembly Appropriations Com.

Brad Williams, Consultant
Assembly Appropriations Com.

Suzanne Sutton, Consultant
Senate Republican Caucus

Terry Mast, Chief Consultant
Assembly Republican Caucus

David Felderstein, Consultant
Senate PE&R Committee

Karon Green, Chief Consultant
Assembly PERS&S Committee

Alene Shimazu, Fiscal Manager
Office of Financial Management

Jacquelyn Cervantes, LRO
DPA

Patrick Gage, LRO
DPA

**AGREEMENT REACHED ON JANUARY 3, 2008
BETWEEN THE DEPARTMENT OF PERSONNEL ADMINISTRATION AND
UNION OF AMERICAN PHYSICIANS AND DENTISTS (UAPD)
CONCERNING
RAISES FOR DDS, DMH, DVA PLATA EQUITY MEDICAL CARE CLASSES**

Salary

This agreement amends the current agreement between the State and the UAPD and supersedes previous salary language outlined in Article 10, Section 10.4 (a), (c) and (d) of the BU 16 MOU. It is agreed that the State will extend the schedule of pay proposed for Plata equity medical care classifications (as indicated in the attached salary chart) to the Department of Mental Health, Department of Developmental Services, and Department of Veterans Affairs employees. The salary range change shall be effective January 1, 2008, and January 1, 2009 as outlined in the attached chart.

The salary increases provided in this agreement are full compensation (per Article 10, Section 10.4 (a), (c) and (d) of the BU 16 MOU) thru June 30, 2010.

Following the initial January 1, 2008 placement, employees will move through the salary ranges based on current MSA rules.

Retirement Contributions

These salary increases will be subject to retirement contributions for both the State and the affected employees, as follows:

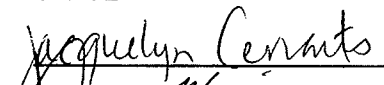

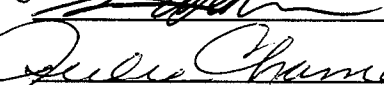

- Salary increases below 15% shall be fully PERSable.
- Salary increases between 15% - 30% shall be implemented in stages over a two-year period.
- Salary increases above 30% shall be implemented in stages over a three-year period.

Ratification

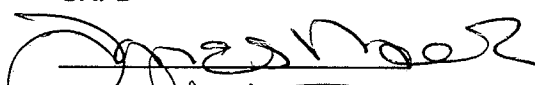
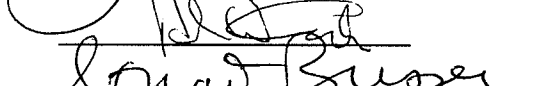
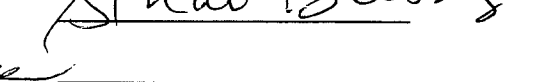
This agreement will be effective when all of the following are met:

- The tentative agreement is approved by the Legislature
- The expenditure of funds is approved by the Legislature
- The agreement is ratified by UAPD.

STATE

UAPD

Project Number: 07-0229

														Increase from current salary max			
														Diffs to			
														1/1/09 max			
														Increase %			
CBID	Class Code	Class Title	Agency	Facility	Est FTE	Max Salary	Pay diffs	Current Max + Pay Diff	Plata Max	1/1/08 Max	Monthly Increase	Increase %	1/1/09 Max	Monthly Increase	Increase %	1/1/09 max	Increase %
R16	7551	PHYSICIAN&SURGN	DVA	VETERANS HOME	15.5	14605	0	14605	17234	15667	1062	7.27%	16,413	746	4.76%	1,808	12.38%
R16	7551	PHYSICIAN&SURGN	DVA	CHULA VISTA VETERANS HOME	2	14605	0	14605	17234	15667	1062	7.27%	16,413	746	4.76%	1,808	12.38%
7551 Total					17.5												
R16	7552	PHYSICN & SURG/SF	DDS	PORTERVILLE STATE HOSPITAL	6	14605	0	14605	17234	15667	1062	7.27%	16413	746	4.76%	1,808	12.38%
R16	7552	PHYSICN & SURG/SF	DMH	ATASCADERO STATE HOSPITAL	12	14605	0	14605	17234	15667	1062	7.27%	16413	746	4.76%	1,808	12.38%
R16	7552	PHYSICN & SURG/SF	DMH	COALINGA SECURE TREATMENT FAC	5	14605	0	14605	17234	15667	1062	7.27%	16413	746	4.76%	1,808	12.38%
R16	7552	PHYSICN & SURG/SF	DMH	METROPOLITAN STATE HOSPITAL	19.7	14605	0	14605	17234	15667	1062	7.27%	16413	746	4.76%	1,808	12.38%
R16	7552	PHYSICN & SURG/SF	DMH	NAPA STATE HOSPITAL	22	14605	0	14605	17234	15667	1062	7.27%	16413	746	4.76%	1,808	12.38%
R16	7552	PHYSICN & SURG/SF	DMH	PATTON STATE HOSPITAL	20	14605	0	14605	17234	15667	1062	7.27%	16413	746	4.76%	1,808	12.38%
R16	7552	PHYSICN & SURG/SF	DMH	VACAVILLE PSYCHIATRIC FACILIT	2	14605	0	14605	17234	15667	1062	7.27%	16413	746	4.76%	1,808	12.38%
7552 Total					86.7												
R16	7644	PHYSICIAN&SURGN	DDS	AGNEWS STATE HOSPITAL	14	14605	0	14605	17234	15667	1062	7.27%	16413	746	4.76%	1,808	12.38%
R16	7644	PHYSICIAN&SURGN	DDS	FAIRVIEW STATE HOSPITAL	20	14605	0	14605	17234	15667	1062	7.27%	16413	746	4.76%	1,808	12.38%
R16	7644	PHYSICIAN&SURGN	DDS	FRANK D LANTERMAN HOSPITAL	19	14605	0	14605	17234	15667	1062	7.27%	16413	746	4.76%	1,808	12.38%
R16	7644	PHYSICIAN&SURGN	DDS	NORTHERN CALIFORNIA FACILITY	1	14605	0	14605	17234	15667	1062	7.27%	16413	746	4.76%	1,808	12.38%
R16	7644	PHYSICIAN&SURGN	DDS	PORTERVILLE STATE HOSPITAL	10	14605	0	14605	17234	15667	1062	7.27%	16413	746	4.76%	1,808	12.38%
R16	7644	PHYSICIAN&SURGN	DDS	SONOMA STATE HOSPITAL	24	14605	0	14605	17234	15667	1062	7.27%	16413	746	4.76%	1,808	12.38%
R16	7644	PHYSICIAN&SURGN	DDS	SOUTHERN CALIFORNIA FACILITY	1	14605	0	14605	17234	15667	1062	7.27%	16413	746	4.76%	1,808	12.38%
7644 Total					89												
R16	7657	PODIATRIST	DDS	AGNEWS STATE HOSPITAL	1	12872	0	12872	15189	13808	936	7.27%	14466	658	4.77%	1,594	12.38%
R16	7657	PODIATRIST	DDS	FAIRVIEW STATE HOSPITAL	0.5	12872	0	12872	15189	13808	936	7.27%	14466	658	4.77%	1,594	12.38%
R16	7657	PODIATRIST	DDS	FRANK D LANTERMAN HOSPITAL	1	12872		12872	15189	13808	936	7.27%	14466	658	4.77%	1,594	12.38%
R16	7657	PODIATRIST	DDS	PORTERVILLE STATE HOSPITAL	1	12872	0	12872	15189	13808	936	7.27%	14466	658	4.77%	1,594	12.38%
R16	7657	PODIATRIST	DDS	SONOMA STATE HOSPITAL	1	12872	0	12872	15189	13808	936	7.27%	14466	658	4.77%	1,594	12.38%
7657 Total					4.5												
R16	7977	PODIATRIST	DVA	VETERANS HOME	1	12872	0	12872	15189	13808	936	7.27%	14,466	658	4.77%	1,594	12.38%
7977 Total					1												
R16 Total					198.7												